

Policy Name	Harassment and Bullying Prevention Policy
Policy Number	
Date Created	January 2025
Date Revised	
Date of Implementation	January 2025

Ministry of Education requires that all schools in the province of British Columbia establish and implement a and bullying prevention policy according the that Harassment and Bullying Prevention Order.

We aim to provide a safe and caring environment for both students and staff. Students, their families, and staff employed at OneSchool Global have the right to a learning environment that is free from intimidation, humiliation, and hurt. Bullying, harassment and/or teasing will not be tolerated. Each student and staff must respect the right of others to feel safe and secure.

In order for students and staff to fully participate in and engage with their learning, the school will adhere to the standards set forth in the BC Human Rights Code. These standards focus on prohibiting discrimination, bullying, and harassment based on race, color, disabilities, gender, gender identity and expression, religious beliefs, sexual orientation, ancestry, or national origin. This policy emphasizes the seriousness of harassment and bullying and encourages all students and staff to actively work toward eliminating these behaviors, whether as participants or as witnesses.

STATEMENT OF PURPOSE

- To maintain a bully-free and safe school environment.
- To maintain and enhance school-wide intolerance towards aggressive behavior.

- To provide students with appropriate resilience and skills to resist aggression by others.
- To create procedures for the recovery of the self-esteem of the victims of bullying and for the behavioral modification of students who exhibit bullying behaviors.
- To work in partnership with the parents of the students directly involved.

This policy clarifies the school's stance on bullying and outlines how it will be dealt with.

DEFINITIONS

Bullying behaviors are about an imbalance of power where there is deliberate intent to cause harm or distress. These behaviors can be verbal, social, psychological, or physical. They impact the lives of the persons being bullied, those doing the bullying, and those looking on. Bullying incidents can be isolated or repeated.

Harassment can consist of belittling, unwelcome, offensive, abusive threatening behaviour, or practical jokes directed at either students or staff. It is usually based on some real or perceived difference such as age, national or ethnic origin, sex, disability, religion, or some other characteristic, and which may lead to the person harassed being excluded, offended, humiliated, intimidated or disadvantaged in some way.

EXPECTATIONS FOR A SAFE AND CARING SCHOOL ENVIRONMENT

This policy addresses what is deemed as acceptable behaviour and unacceptable behaviour at any school-sponsored events, fieldtrips, school grounds, and school-provided transportation.

STUDENT EXPECTATIONS

1.1 Lives the Values – Committed to displaying integrity and care & compassion, is respectful of others and takes responsibility for their actions.

1.2 Is Self-Directed – Understands the Learning to Learn Framework and is driven by personal goals, initiative and self-discipline to grow and achieve.

1.3 Is a Team Player – Builds strong connections with educators, on foundations of trust and respect. Is collaborative and supportive of others in achieving common goals.

1.4 Is Diligent – Committed to excellence, hard work and timeliness in all responsibilities and tasks.

1.5 Is a Problem Solver – Seeking innovative, creative and effective solutions to challenges and obstacles.

1.6 Takes Ownership – Wears school uniform with respect, manages distractions maturely, and makes good decisions about behavior and attitude.

1.7 Has a Positive Attitude – Applies constructive thinking and has a positive approach to school.

Acceptable Behaviour:

- Trying your best
- Attending school regularly
- Being accountable
- Following school procedures
- Celebrating growth
- Contributing to a positive and safe culture and environment
- Helping others who are in need
- Respecting cultures
- Respecting individual differences
- Using acceptable language
- Getting help when in conflict
- Following classroom and school expectations

Unacceptable behaviors

Acts of aggression

- Bullying
- Cyber bullying
- Intimidation
- Physical violence

- Threats
- Violence and abuse
- Slander Illegal acts or usage
- Intoxication or use of banned substances, including vaping
- Possession of weapons, replica weapons, and /or explosives • Intruders or trespassers (all visitors must report to the school office)
- Retribution against a person who has reported incidents
- Discrimination against race, colour, disabilities, gender, gender identity and expression, religion

CONSEQUENCES

In most instances, intervention by staff will result in an immediate stop to unacceptable behavior, a positive outcome for the victim of bullying, and recovery of normal relationships over time. Where a pupil engages in repeated bullying or unacceptable behavior, the response and consequences will need to become increasingly focused.

On-going bullying issues at OneSchool Global will not be tolerated and are to be dealt with. The following principles apply when dealing with bullying:

All areas of the school will teach and model appropriate behaviors and the strategies/skills involved in conflict-resolution, positive assertiveness, and intolerance of inappropriate aggression.

Programs will be targeted to assist the following groups:

Bullies – those who engage in bullying behavior. Programs will teach students how to channel emotions appropriately, to empathize with other viewpoints, proper social skills, and anger management.

Neutrals – those who might otherwise not intervene where bullying is taking place.

Programs will teach students leadership, why and how to intervene appropriately when bullying or aggression takes place, how to make friends, tolerance, and how and when to “tell”.

Victims – those whose personality, social skills, social status, and passivity make them likely to be targets for aggressive behavior.

Every reported incident of bullying will be investigated sympathetically, viewed as serious, and where confirmed, will be reported to the appropriate Campus Principal.

The victim will be treated with empathy while the extent of the bullying is being investigated and, where appropriate, will be given suitable protection from retaliation. The parents of the students directly involved will be informed of any actions taken.

Appropriate action will be taken with any pupil found to be deliberately bullying another pupil to change this behavior.

Interventions when conflict (not bullying) has occurred should follow a restorative approach.

Bullying issues will be investigated fully and will lead to appropriate disciplinary action if confirmed.

The involvement of parents will be features of remedial action in instances of bullying. Recognition that the actions of the bullying child may in turn be a response by that child to emotional pressures in his/her environment will be part of the response by staff. Following appropriate action by staff, the victim of bullying will be monitored on an on-going basis to ensure that the bullying has ceased.

REPORT OF BULLYING

When a report of bullying is received, staff at OneSchool Global will ask questions to better understand what has occurred and to clarify the intent and circumstances surrounding the situation. These questions are designed to gain a clearer picture of the event and its original purpose.

The individuals involved, including both the alleged bully and the person being bullied, will be interviewed separately. Notes will be taken to document each side of the story. Every participant will have the opportunity to share their version of events. Detailed reports of all meetings, conversations, and correspondence (including emails) will be documented and filed for reference.

After the interviews, students involved will be informed of the findings. If it is determined that bullying or harassment has occurred, communication will be initiated with all parties

involved. A comprehensive record will be maintained, documenting all reports, meetings, interviews, and the strategies employed. This record will be kept on file.

In addressing the issue, strategies or tools will be suggested to help resolve the situation and guide the process toward a restorative phase. Efforts will be made to reach a resolution, and a restorative action plan will be implemented for all involved. Both the bully and the bullied will be monitored for a period of time following the incident to ensure that feelings of safety and security are restored.

Principal will put forth bullying issues into CPOMS – reporting system. This information goes to the Authority. In all cases the approach used must be one that is a joint approach of both the community and the professional staff. The community often has knowledge that is vital to a successful outcome and must be involved at an appropriate level. Any follow up under this policy must not breach any requested confidentiality. It is expected that bullying notifications will be followed up within 48 hours of a notification being received. A record of follow up will be provided to the Authority.

Harasser/Bully

When it is identified who is responsible for the bullying, they will be required to stop the behavior immediately. If necessary, support will be provided to help the individual find closure and resolve any underlying issues. During mediation, the responsible adult will make it clear to the bully that any retaliation against the student who made the complaint will not be tolerated and will result in disciplinary action. Consequences for the bully will be determined by the OneSchool Global principal, taking into account the student's age, maturity, and any special needs.

Consequences

OneSchool Global takes any communication or behavior that intentionally degrades, stereotypes, incites hatred, prejudice, or discrimination very seriously. This includes actions based on a person's real or perceived sexual or gender orientation, identity, appearance, capacity, disability, ethnicity, or religion. It also encompasses gestures, publications, or displays that suggest an intention to discriminate or subject any individual or group to contempt or ridicule.

We expect students to maintain a cooperative, courteous, inclusive, and respectful attitude while at school, during school events, and wherever their actions impact the school community. Students are responsible for respecting the rights and dignity of others and for actively engaging in their academic and social development. OneSchool Global will take appropriate corrective actions or disciplinary measures as outlined in this policy against any individual found to have bullied or harassed another. Bullying and harassment are illegal under Canadian law, as is victimizing those who report such incidents.

Therefore, OneSchool Global will take all reasonable steps to prevent retaliation against any student who files a complaint regarding a breach of this policy. The school will take corrective or disciplinary action against anyone found to have engaged in bullying or harassment. Consequences will be determined based on the student's age, maturity, and any special needs they may have. OneSchool Global is committed to actively participating in the BC ERASE anti-bullying program by providing training to staff on creating a safe school environment and recognizing and addressing unsafe situations.

At OneSchool Global, there is a commitment that the authority will take all reasonable steps to prevent retaliation by a person against a student who has made a complaint of a breach of the policy.

Review

This Policy will be reviewed and updated as needed, but at least annually.